

TENNESSEE GENERAL ASSEMBLY
FISCAL REVIEW COMMITTEE



FISCAL NOTE

HB 1948 - SB 2297

March 10, 2016

SUMMARY OF BILL: Prohibits an employee from disclosing or discussing the amount of the employee's wages or the wages of another employee of the employer that has been disclosed voluntarily by the other employee; prohibits an employee from inquiring about the wages of another employee of the employer; penalizes an employee who discloses or discusses the amount of the employee's wages or the wages of another employee; and creates a civil cause of action for violation of the provisions of the bill.

ESTIMATED FISCAL IMPACT:

NOT SIGNIFICANT

Assumptions:

- Any increase in civil court cases related to the provisions of the bill is expected to be accomplished within the existing resources of the court system.
- Based on information provided Department of Labor and Workforce Development and the Department of Human Resources, the provisions of the bill will not affect state revenue or expenditures.
- The provisions of the bill are not anticipated to impact local government revenue or expenditures.

IMPACT TO COMMERCE:

NOT SIGNIFICANT

Assumption:

- The provisions of the bill will not have any significant impact on commerce or jobs in Tennessee.

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CERTIFICATION:

The information contained herein is true and correct to the best of my knowledge.

A handwritten signature in dark ink that reads "Krista M. Lee". The signature is written in a cursive, flowing style.

Krista M. Lee, Executive Director

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